



# Career Planning

Supporting Career Pathways Across  
Educational Settings

January 2014



# Welcome to the Career Planning Microgroup

- Judy Shanley, Ph.D.
- Serve as the virtual community facilitator, resource linker, supporter....
- Thirty-years in disability-related and special education fields
- Formerly employed at US Dept of ED, Office of Special Education Programs





# My Passions

- Youth transition to postsecondary success!
- All of the supports to make this a reality...
  - Transportation
  - Data
  - High quality programs at multiple levels





### This Topic is One in a Series



**Building Strategic Partnerships**

*November 2013*

**Designing Contextualized Instruction**

*December 2013*

**Integrating Career Planning & Counseling  
into Adult Education**

*January 2014*

**Sustaining Adult Career Pathways:  
Funding, Leadership, Policy, & Professional  
Development**

*February 2014*

**Using Data for Continuous Improvement**

*March 2014*

**Business Engagement in Supporting the  
Education Pipeline**

*April 2014*

**Developing Effective Bridge Programs**

*May 2014*



# Career Planning Microgroup Outcomes

Learners will:

- Identify career planning strategies at multiple levels;
- Understand how strategies integrate across settings; and
- Acquire tools and resources to inspire.





# Career Planning Microgroup Learning Opportunities

- This webinar provides general overview;
- Learn about particular programs that demonstrate connections across K12-adult education;
- Explore career development programs for students with disabilities that connect high school and adult education settings; and
- Participate in online forums and exchange strategies.



Clearly, the great challenge facing higher education today is to contain costs while at the same time improving outcomes—in short, to increase productivity.

<http://www.americanprogress.org/issues/higher-education/report/2012/03/28/11250/rethinking-higher-education-business-models/>



# A National Necessity

Millions of adults need access to postsecondary education and training to advance their careers and support their families. The numbers are staggering:

- Over 26 million adults lack a high school degree.
- Ninety-three million lack the basic literacy skills necessary to succeed and advance in college and the workplace.
- 1.3 million young people drop out of high school every year.
  - Jobs for the Future  
<http://www.jff.org/projects/current/education/accelerating-opportunity/1251>





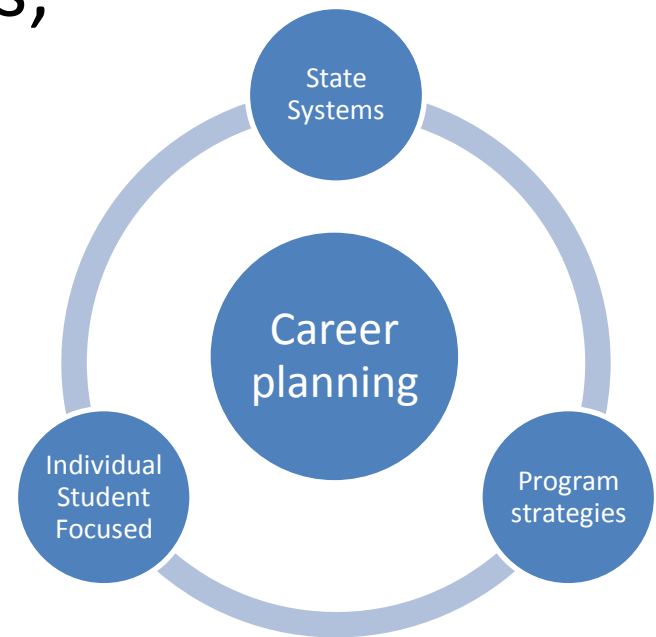
# Why is it Important to Implement Career-related Services?

- Provides a goal and direction for students;
- Serves an evaluation marker for administrators to continuously ensure that program components are aligned with student career goals; and
- Enables program administrators to measure the outcomes of their program.



# Career Planning at Multiple Levels

- State policies and frameworks;
- Program level strategies; and
- Student focused.





# Promising State Strategies

- Create and support regional, sector-based partnerships;
- Map career pathways in sectors important to regional economies;
- Work with employers to expand opportunities for educational advising services and to integrate work and education;
- Align assessments and entry and exit criteria between steps in career pathways programs;
- Build partnerships across agencies;
- Adopt policies that facilitate the transfer of students and educational credit;



## Promising State Strategies (cont)

- Streamline curricula development and approval processes for postsecondary education and training;
- Embed support for career pathways and bridge programs into relevant workforce development, human services, and career and technical education programs;
- Ensure that employer-focused training programs have strong connections to state and local basic skills and postsecondary programs; and
- Develop or improve standards for assessing whether prior on-the-job learning, certifications, and competencies count toward college credit, to promote attainment of postsecondary credentials.

*The Joyce Foundation, Shifting Gears* <http://www.shifting-gears.org/building-education-and-training-pathways/55-creating-college-and-career-pathways.html>.



# Promising Program Strategies

- Portfolio based – individualized learning plans;
- Integrate career content in learning content;
- Peer mentors;
- Contextualized and authentic learning;
- Guest lectures;
- Professional development to faculty and staff;
- Formal agreements (MOUs) and plans with employers; and
- Job shadowing.



# Authentic Learning

On May 3rd, the Washington Post published an Op-Ed piece highlighting the important role Registered Apprenticeship could play in helping the U.S. address the growing skills gap many employers face (*Eizenstat & Lerman*).

- Employer survey estimates that nearly 600,000 jobs go unfilled each year because of a lack of skilled labor.
- A 21st Century Registered Apprenticeship system, could have a *huge impact* in addressing the skills gap many employers find when looking for qualified employees.



# Factors Influencing Career Planning

- Access to information and opportunities to learn;
- Labor market trends;
- Transferable skills
- Student interests and preferences; and
- Student personal conditions.



# Learner Focused Career Planning Strategies

- Understanding strengths, interests;
- Building on experience;
- Working with guidance offices, career centers, one-stop centers (Buildid;
- Learning about first time communications
  - Writing a resume, Cover-letters, Cold calls
- Conducting research about employers;
- Preparing for interviews; and
- Following-up with interviews.





## Technology a Critical Component of Career Planning at Multiple Levels

- Labor market exploration
  - Google search
  - Chambers of Commerce
  - Business-Industry Councils
  - Community Forums
  - Economic development forums
  - LinkedIn – other social media
- Learn about personal skills
  - Career interest inventories – Career cruising.





# Integrating Career Planning and Counseling in Adult Career Pathways

- Participants discuss their strategies, tips, and experiences in this panel discussion sponsored by the Office of Vocational and Adult Education (OVAE) of the Department of Education (ED).
- Series of six You Tube archived webcasts.

<http://www.youtube.com/watch?v=8gl3s5Hc4dQ&list=PLImUeO1ttx1YE7FvnVjJ1H7KKeDiEOLHE>



# Let's Keep Our Community Going

- Used archived Webinars as a learning forum;
- Participate in discussion threads; and
- Participate in community learning forums to share your experiences.



# YOUTH & ADULT PATHWAYS

## Microgroup Series



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Career Planning & Counseling

